

Supervisory CBP Agriculture Specialist

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

Open & closing dates

🕒 2018-10-22 to 2018-10-26

[? Help](#)

Service

Competitive

Pay scale & grade

GS 13

Salary

\$87857.00 to \$114215.00 / per year

Appointment type

Permanent

Work schedule

Full-Time

Locations

[? Help](#)

1 vacancies in the following location:

📍 **Nogales, Arizona**

vacancies

Relocation expenses reimbursed

No

Telework eligible

No

[? Help](#)

This job is open to



[Internal to an agency](#)

Current federal employees of this agency.

Clarification from the agency

Current U.S. Customs and Border Protection employees who are currently working in a permanent competitive service position.

Apply



Print



Share



Save

Duties

Announcement number

OFO-IMP-10329996-NKE

Control number

514296600



[Help](#)

Summary

Organizational Location: This position is with the Department of Homeland Security, within U.S. Customs and Border Protection, Office of Field Operations, Tucson Field Office, Nogales, AZ.

[Learn more about this agency](#)

Responsibilities

Joining the Customs and Border Protection Office of Field Operations will allow you to use your expertise to detect and prevent terrorists and instruments of terror from entering the U.S. This position starts at a salary of \$87,857.00 (GS-13, Step 1) to \$114,215.00 (GS-13, Step 10) with promotion potential to \$114,215 (GS-13, Step 10). Apply for this exciting opportunity to strengthen Homeland Security by performing law enforcement activities that enforce the laws and regulations related to the import and export of agriculture, commodities and baggage entering and/or exiting the United States.

In this first-line supervisory position you will become a key member of a team of Homeland Security professionals detecting and preventing terrorists and instruments of terror from entering the U.S. Typical work assignments include:

- Supervising a medium to large staff, and performing a full range of supervisory functions.

- Resolving conflicts between CBP Agriculture Specialists, travelers or importing public.

- Responding to and resolving technical and operational questions.

- Providing guidance and training, communicating intelligence and enforcement information.

- Monitoring methods and quality of services provided to customers.

Travel Required

Occasional travel

You may be expected to travel for this position.

Supervisory status

Yes

Promotion Potential

13

Job family (Series)

0401 General Natural Resources Management And Biological Sciences

Requirements



[Help](#)

Conditions of Employment

You must be a U.S. Citizen to apply for this position

Males born after 12/31/1959 must be registered with Selective Service

You may be required to pass a background investigation and/or polygraph

Upon appointment, you may be required to undergo random drug testing

Qualifications

Education/Experience Requirement: You must have successfully completed a full 4-year course of study in an accredited college or university leading to a bachelor's or higher degree that included a major field of study in biological sciences (including botany, entomology, and plant pathology), agriculture, natural resource management, chemistry, or related disciplines (e.g., ecology). If you have not completed the above described education, you must have completed at least 24 semester hours in biological sciences, agriculture, natural resource management, chemistry or a related discipline at an accredited college or university plus appropriate experience or additional education. Examples of qualifying experience may include working in such areas as pest management, environmental monitoring, farm management, agricultural commodity importation and/or exportation, or other related experience in pest/pathogen detection, regulation, eradication, and control.

GS-13: You qualify at the GS-13 level if you meet the basic requirements as described above AND you possess one (1) year of specialized experience that equipped you with the skills needed to perform the job

duties. Examples include analyzing a wide variety of agriculture-related material, pests or diseases including the very difficult, complex and unusual finds submitted by other agriculture inspection personnel; serving as a consultant in identifying a wide range of insects and related pests associated with the inspection of conveyances and passengers; and serving as a trouble-shooter, handling the most unusual agriculture commodity or pest problems.

Transcripts: If you have never held a position in the GS-0401 series with Customs and Border Protection, you are required to submit a copy of your transcripts with your application.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, including education if applicable to this position, subject to verification at any stage of the application process; and

- Meet all applicable Time in Grade requirements (current federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the federal service) by 10/26/2018.

The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

Background Investigation: U.S. Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country, and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (e.g., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy), and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. For more information visit [this link](#).

Probationary Period: Current and former federal employees may be required to serve or complete a probationary period.

Agency Career Transition Assistance Program (CTAP) Eligibles: If you have never worked for the Federal

Government, you are not CTAP eligible. Information about CTAP eligibility can be found [here](#). You must submit the supporting documents listed in the "Required Documents" section of this announcement. In addition, to be considered well qualified under CTAP, you must possess the knowledge, skills and abilities and/or competencies clearly exceeding the minimum requirements of the position. This will be measured by a score of 85 or higher.

Medical Requirements: The Agriculture Specialist position has medical qualification standards. A pre-placement medical examination is required to ensure those tasked with the position's responsibilities are medically and physically capable of performing the essential tasks and job functions in an efficient and safe manner without endangering the health and safety of co-workers, the public, or oneself. Persons in this position must demonstrate they are physically and mentally capable of performing the essential functions of the position. The medical qualification standards cover any disease or condition that may potentially interfere with the safe and efficient performance of the job duties or training may constitute grounds for medical disqualification. The medical standards also include specific vision and hearing requirements as noted below.

Vision:

Distant Visual Acuity: Must be at least 20/30 or better in the best eye with or without correction. Individuals who have undergone refractive eye surgeries/procedures (e.g., photorefractive laser surgery, keratoplast, LASIK) *may be* qualified provided they have no post-operative adverse complications and they meet the vision requirements.

Near Vision: Must be 20/30 or better Snellen with or without corrective lenses.

Color Vision: Must be able to distinguish colors (i.e., red, green, yellow, blue, orange, purple, pink, brown, black, white, gray). Use of an X-chrome lens *is not* acceptable.

Visual Fields: a minimum of 140 degrees in the horizontal meridian.

Hearing:

Hearing level in each ear must not exceed 40 decibels (dB) for the average of the following frequencies: 500, 1000, 2000, and 3000 Hertz (Hz).

The difference in hearing level between the better ear thresholds and worse ear thresholds may not exceed 15dB for the average of 500, 1000, 2000, and 3000 Hz.

The difference in hearing level between the better ear and worse ear may not exceed 30dB at 4000 or 6000 Hz.

The use of hearing aids to meet the standards is acceptable.

Education

Please see the Qualifications and Required Documents sections for more information if education is applicable to this position.

Additional information

This position is not covered under the bargaining unit.

Supervisory Probationary Period: You may be required to serve an 18 month probationary period upon appointment.

Supervisory Training: All newly appointed, first-time permanent CBP Supervisors are required to complete mandatory training. The training will be scheduled by the Office of Training and Development within the first 90 days of appointment. The duration of the training will include three weeks of in residence training in Harpers Ferry, WV. Note: This training may be waived if previously completed.

Training: You may be required to attend 8-12 weeks of training at the Professional Development Center in Frederick, Maryland. Failure to successfully complete the training may be grounds for mandatory removal from the position. Such failure will result in either reassignment to another position, demotion, or separation by appropriate procedures.

Data Systems: You will be required to maintain access to all data systems necessary for duty execution.

Shift work: You will be required to perform work on a shift and rotational basis.

Overtime: You must be readily available to work overtime on a scheduled or unscheduled basis in excess of the 40-hour work week.

Motor Vehicle Operation: You must possess a current valid State driver's license at the time of appointment.

Uniform: You will be required to wear an officially approved uniform while in a duty status.

Physical and Environmental Conditions: The work environment includes offices, aircraft operation areas, airline passenger and cargo areas, and marine docks. Periods of outdoor work may be required in snow, rain, or extreme heat. Occasional periods of outdoor work may be required in remote areas with no modern comfort facilities. The work may involve the use of toxic chemicals, pesticides and fumigants. Protective clothing may be required such as hard hats, gloves, goggles, hearing protection, and respirators.

CBP uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about [E-Verify](#) including your rights and responsibilities.

Every individual receives a fair opportunity throughout the federal recruitment and hiring process. Learn more [here](#).

Please view the video "[Protecting America 24/7](#)" to learn more about CBP's Office of Field Operations.

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](#)

How You Will Be Evaluated

Applicants will only be considered for the Eligibilities for which they claim (and provide supporting documentation) based on the responses provided in the job questionnaire:

<https://apply.usastaffing.gov/ViewQuestionnaire/10329996>

Agriculture Specialist Promotional Assessment: Qualified U.S. Customs and Border Protection (CBP) candidates will be ranked on the basis of the scores received on your Agriculture Specialist Promotional Assessment. Competitive applicants must have a valid test score when the announcement opens, otherwise we cannot consider you for this position. Alternate Staffing Candidates (Non-competitive candidates) need not have a current, valid test score. Alternate staffing (non-competitive) candidates include applicants who have permanently held a position at the announced grade or higher. Your application record will remain in a pending status until after the announcement closes, at which time we will upload test scores. If you have completed the assessment questionnaire and have uploaded all required documents for this announcement, there is nothing further you need to do at this time.

To preview the job questionnaire, see <https://apply.usastaffing.gov/ViewQuestionnaire/10329996>

Knowledge, Skills, Abilities and Other Characteristics (KSAOs):

Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position.

Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

- Knowledge of and ability to interpret laws, rules, regulations and procedures related to passengers, mail and cargo.

- Knowledge of biological and agricultural science and of APHIS programs and regulations.

- Expert knowledge of elements of search, behavioral observation and questioning techniques.

- Knowledge of principles and techniques of management including responsibilities relative to bargaining unit employees.

Background checks and security clearance

Security clearance

[Secret](#)

Drug test required

Yes

Required Documents


[Help](#)

Your resume: A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. Your resume must be in English and must include your job titles and a detailed description of your duties and the dates you performed them (MM/DD/YY), as well as your hours per week for each position listed. Your resume should also contain your full name, address, phone number, email address, and salary. NOTE: Resumes stored on USAJOBS will not automatically carry over to this announcement. You must upload your resume and any other applicable supporting documentation.

Your responses to the job questionnaire: <https://apply.usastaffing.gov/ViewQuestionnaire/10329996>

Are you a current or former federal employee? ALL CURRENT AND FORMER FEDERAL EMPLOYEES MUST SUBMIT THE MOST RECENT COPY OF THEIR SF-50 (Notification of Personnel Action) showing competitive status: Tenure 1 or 2 in Block 24 and Position Occupied 1 in Block 34. Additionally, applicants should also submit a SF-50 reflecting the highest grade held on a permanent basis in the competitive service or the full performance level of your current position, whichever is higher, AND a SF-50 to support having met the time-in-grade requirement of having served 52 weeks at the grade level (or equivalent) below the grade level(s) for this position. Current CBP Employees are not required to submit SF-50s, but are highly encouraged to do so, especially if you are using federal experience outside of CBP as your highest full performance level or for meeting this position's time-in-grade requirement.

Your transcripts: All applicants are required to submit a copy of your college transcript (unofficial is acceptable at this time; however, official copies will be required prior to entrance on duty) or a list of coursework with hours completed provided from the institution. If you are a current CBP employee within the position series announced, transcripts will not be required at the time of application; however, education will be verified if you are selected and you may be required to submit transcripts at that time. Education must be from an institution accredited by an agency recognized by the U.S. Department of Education. Education obtained from a foreign university or college is not creditable unless it has been evaluated by an organization that specializes in interpretation of education credentials. For a listing of accrediting agencies, please see www.naces.org

Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)? You must submit a separation notice; your most recent SF-50 (noting your current

position, grade level and duty location); a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.

Veterans' preference points are not applicable to Merit Promotion announcements.

Are you a current or former political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee? Submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:

Position title

Type of appointment (Schedule A, Schedule C, Non-career SES, or Presidential Appointee)

Agency

Beginning and ending dates of appointment

If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education.

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

Benefits



[Help](#)

[Review our benefits](#)

How to Apply



[Help](#)

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under "Other" documents. "Other" documents may not be applicable for each applicant, but should be utilized if you are submitting a SF-50 for proof of federal service, veterans documents for eligibility, transcripts for qualifications, etc.

You may be asked to provide a copy of your recent performance appraisal and/or incentive awards. Consideration will be given to performance appraisals and incentive awards as an indication of quality prior experience, no points will be assigned.

DHS offers competitive salaries and an attractive benefits package, including: health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays. Other benefits may include: flexible work schedules; telework; tuition reimbursement; transportation subsidies; uniform allowance; health and wellness programs; and fitness centers. DHS is committed to employee development and offers a variety of employee training and developmental opportunities. For more information visit [this link](#). [Disabled veteran leave](#) will be available to any Federal employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more.

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions.

View [common definitions](#) of terms in this announcement.

To begin your online application, click "**Apply Online**" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

If you are unable to apply online or need to submit a document you do not have in electronic form, visit [this link](#) for more information regarding an Alternate Application process.

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on 10/26/2018.**

It is your responsibility to verify that any information entered or uploaded is received and is accurate. Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in your application and you must again upload it by the closing date.

Agency contact information



Phone

[952-857-2932](tel:952-857-2932)

Email

cbphiring-applicantinquiry@cbp.dhs.gov

Address

Office of Field Operations

CBP Hiring Center

5600 American Boulevard

Suite 700

Bloomington , MN

55437

US

[Learn more about this agency](#)

Next steps

GS Salary: Visit [this link](#) to view the locality pay tables by geographic area. If you do not see your geographic area listed, select the "Rest of United States" pay table.

The open period for this job opportunity announcement may be extended to allow for a sufficient applicant pool.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts with your [USAJOBS account](#). If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

Additional selections may be made beyond the total number of vacancies specified using this vacancy announcement. Further selections may also be made for additional organizational divisions and/or units

within the duty location(s) listed above.

If you receive a conditional offer of employment for this position, you will be required to complete an [Optional Form 306](#) (Declaration for Federal Employment), and to sign and certify the accuracy of all information in your application, prior to entry on duty. False statements on any part of the application may result in withdrawal of offer of employment, dismissal after beginning work, fine, or imprisonment.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy And gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) office at OPM](#)
- [Office of Equal Opportunity](#)

Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application and hiring process should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a Case-by-Case basis.

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- When an applicant with a disability needs an accommodation to have an equal opportunity to compete For a job;
- When an employee with a disability needs an accommodation to perform the essential functions of the job or To gain access to the workplace; And

- When an employee with a disability needs an accommodation to enjoy equal access to benefits and privileges of employment (e.g., details, trainings, office-sponsored events).
- [Disability Employment - Reasonable Accommodations](#)
- [How to contact an agency](#)

Legal and regulatory guidance

[Financial suitability](#)

[Social security number request](#)

[Privacy Act](#)

[Signature & False statements](#)

[Selective Service](#)

[New employee probationary period](#)